

MEMORANDUM OF AGREEMENT

Agreement made this 25th day of June 2013 by and between the Borough of Hopatcong (herein "Borough") and Policemen's Benevolent Association Local 149 (herein "PBA"):

WHEREAS, the Borough and the PBA are parties to collective negotiation agreements covering the period January 1, 2009 to December 31, 2012; and

WHEREAS, the parties have engaged in good faith collective negotiations in an effort to reach agreement or otherwise resolve terms and conditions for a new labor contract; and

WHEREAS, the parties have reached agreement on terms and conditions for a new contract subject to ratification by the PBA membership and approval by the Governing Body; and

WHEREAS, the negotiating committees for the Borough and for the PBA unanimously agree to recommend said ratification and approval:

NOW, THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

I. Except as herein modified, the terms and conditions of the 2009-2012 contract between the parties shall remain in full force and effect.

II. **ARTICLE XIII, SALARIES¹**

A: The following base pay increases shall be implemented:

Effective and retroactive to 1/1/13	1.75%
Effective 1/1/14	1.75%
Effective 1/1/15	1.75%

¹ Salary Guides are attached to this MOA.

Effective 1/1/16 1.75%

B. All officers hired on or after 1/1/14 shall be placed on the attached 10 step salary guide.

C. New: "A patrol officer who works 2 full consecutive tours as officer in charge ("OIC") shall be paid Sergeant's pay for all hours worked as OIC commencing on the 1st day of the 3rd consecutive tour."

III. ARTICLE XII, PROFESSIONAL DEVELOPMENT

Add to Paragraph D: "Officers hired after May 31, 2013 will not receive the Bachelor's Degree stipend of \$1500.00."

IV. ARTICLE XVIII, POLICE SERVICES

Effective June 15, 2013, an officer's hourly rate on all side-jobs shall be increased to \$65.00, subject to the Governing Body's adoption of a fee ordinance.

V. ARTICLE VII, INSURANCE

A. Correct paragraph 3 by changing "twenty-three (23)" to "twenty-six (26)".

B. Add a new Paragraph 8 as follows:

8. The Borough offers three medical programs to all employees: Aetna Patriot V Plan (QPOS Network); United Healthcare Select POS Plus Plan (Choice + Network); and Traditional. The benefit levels for these Plans shall be equal to that which was in effect as of May 31, 2013. Participation in the plans is subject to the conditions below.

a. Aetna Patriot V Plan (QPOS Network): Effective as soon as administratively possible and an open enrollment can be completed, but in no event later than January 1, 2014, the base plan to be provided to all officers (except those currently enrolled in the Traditional Plan) shall be the Aetna Patriot V Plan (QPOS Network) that is in effect as of 5/31/13. Officers enrolled in this plan shall only be responsible for any statutorily required premium sharing. Effective January 1, 2014, the co-pays for a primary care physician and specialist visits shall be increased to \$10.00 and emergency room visits (if not admitted to the hospital) to \$25.00.

b. United Healthcare Select POS Plus Plan (Choice + Network): Employees who choose to remain in this Plan after the open enrollment referred to in paragraph a, above, shall pay the difference in cost between the premium for the United Healthcare Select POS Plan (Choice+ Network) and the Aetna Patriot V Plan, plus any statutorily required premium sharing. Effective January 1, 2014, the co-pays for a primary care physician and specialist visits shall be increased to \$10.00 and emergency room visits (if not admitted to the hospital) to \$25.00.

c. Traditional Plan: Employees who were enrolled in the Traditional Plan as of May 31, 2013 may continue, at their option, to be enrolled in that plan and must pay any statutorily required premium sharing. If they elect to enroll in another plan, they may not re-enroll in the Traditional Plan. No other employees may enroll in the Traditional Plan.

C. Liability: Change “an Employer provided physical examination” to “a physical examination.”

V. Article XVI, GRIEVANCE PROCEDURE

Step One: Replace “immediate supervisor” with “Captain” in the 1st sentence and replace “supervisor” in the 2nd sentence with “Captain.”

VI. ARTICLE XIX, REPLACEMENTS

Replace paragraph C with the following:

C. The Chief of Police may, at his discretion, use Class 2 Special Police Officers under the following conditions:

1. For special events that are paid for by the Borough and not by an outside vendor;
2. For emergency traffic situations paid for by the Borough and not an outside vendor; and
3. As Court Officers in the Borough’s Municipal Court.

If the Chief intends to assign Class 2 Specials to emergency traffic situations as set forth in paragraph 2, above, the Class 2 Specials shall be placed in the regular overtime rotation for full-time officers and shall be called in accordance with the regular overtime callout procedures.

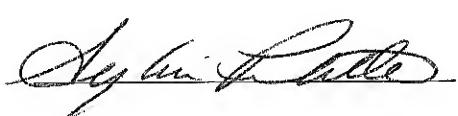
For Court, if 1 Court Officer is required, the Chief may assign a Class 2 Special. If 2 Court Officers are required, the Chief may assign 2 Class 2 Specials. If 3 Court Officers are required, the Chief may assign 2 Class 2 Specials and shall assign 1 regular officer.

The PBA and the Chief agree to meet to establish a Court overtime call-in procedure.

VII. ARTICLE XXIII, TERM AND RENEWAL

January 1, 2013 through December 31, 2016.

FOR THE BOROUGH OF
HOPATCONG



FOR PBA LOCAL 149:



PBA 149 SALARY GUIDES

For Officers hired on or after 1-1-2010 (Not including Longevity & Sr. Officer)					
Step	Current	1/1/2013	1/1/2014	1/1/2015	1/1/2016
Patrol		1.75%	1.75%	1.75%	1.75%
Start	\$38,751	\$39,429	\$40,119	\$40,821	\$41,536
Grade 7	\$46,538	\$47,352	\$48,181	\$49,024	\$49,882
Grade 6	\$54,326	\$55,277	\$56,244	\$57,228	\$58,230
Grade 5	\$62,114	\$63,201	\$64,307	\$65,432	\$65,577
Grade 4	\$69,902	\$71,125	\$72,370	\$73,636	\$74,925
Grade 3	\$77,690	\$79,050	\$80,433	\$81,841	\$83,273
Grade 2	\$85,477	\$86,973	\$88,495	\$90,044	\$91,619
Grade 1	\$93,267	\$94,899	\$96,560	\$98,250	\$99,969
Sergeant					
Upon promotion	\$96,945	\$98,642	\$100,368	\$102,124	\$103,911
2nd Year	\$101,448	\$103,223	\$105,030	\$106,868	\$108,738
Lieutenant					
Upon promotion	\$104,541	\$106,370	\$108,232	\$110,126	\$112,053
CAPTAIN					
Upon promotion	\$108,732	\$110,635	\$112,571	\$114,541	\$116,545
2nd Year	\$112,852	\$114,827	\$116,836	\$118,881	\$120,961

PBA 149 SALARY GUIDES

For Officers hired before 1-1-2010 (Not including Longevity & Sr. Officer)					
Step	Current	1/1/2013	1/1/2014	1/1/2015	1/1/2016
Patrol		1.75%	1.75%	1.75%	1.75%
Start	\$57,918	\$58,932	\$59,963	\$61,012	\$62,080
Grade 5	\$69,776	\$70,997	\$72,240	\$73,504	\$74,790
Grade 4	\$74,162	\$75,460	\$76,780	\$78,124	\$79,491
Grade 3	\$77,611	\$78,969	\$80,351	\$81,757	\$83,188
Grade 2	\$81,053	\$82,471	\$83,915	\$85,383	\$86,877
Grade 1	\$93,267	\$94,899	\$96,560	\$98,250	\$99,969
Sergeant					
upon promotion	\$96,945	\$98,642	\$100,368	\$102,124	\$103,911
2nd Year	\$101,448	\$103,223	\$105,030	\$106,868	\$108,738
Lieutenant					
Upon promotion	\$104,541	\$106,370	\$108,232	\$110,126	\$112,053
CAPTAIN					
Upon promotion	\$108,732	\$110,635	\$112,571	\$114,541	\$116,545
2nd Year	\$112,852	\$114,827	\$116,836	\$118,881	\$120,961

PBA 149 SALARY GUIDES

For Officers hired on or after 1-1-2014 (Not including Longevity & Sr. Officer)			
Step	1/1/2014	1/1/2015	1/1/2016
Patrol		1.75%	1.75%
Start	\$40,119	\$40,821	\$41,535
Grade 9	\$46,390	\$47,202	\$48,028
Grade 8	\$52,661	\$53,583	\$54,520
Grade 7	\$58,932	\$59,963	\$61,013
Grade 6	\$65,203	\$66,344	\$67,505
Grade 5	\$71,474	\$72,725	\$73,997
Grade 4	\$77,745	\$79,106	\$80,490
Grade 3	\$84,016	\$85,486	\$86,982
Grade 2	\$90,287	\$91,867	\$93,475
Grade 1	\$96,560	\$98,250	\$99,969
Sergeant			
Upon promotion	\$100,368	\$102,124	\$103,911
2nd Year	\$105,030	\$106,868	\$108,738
Lieutenant			
Upon promotion	\$108,232	\$110,126	\$112,053
CAPTAIN			
Upon promotion	\$112,571	\$114,541	\$116,545
2nd Year	\$116,836	\$118,881	\$120,961

The steps in this salary guide are equalized.

HOPATCONG BOROUGH
RESOLUTION #2013-160

**RESOLUTION OF THE GOVERNING BODY
OF THE BOROUGH OF HOPATCONG REGARDING
HOPATCONG BOROUGH PBA LOCAL 149 AGREEMENT**

WHEREAS, the previous contract between the Borough of Hopatcong and the Hopatcong Borough PBA Local 149 expired on December 31, 2012;

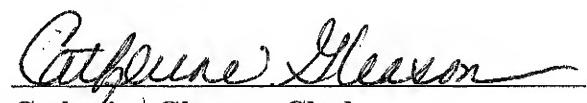
WHEREAS, the parties have negotiated and reached a tentative agreement subject to approval by the Mayor and Council;

WHEREAS, a copy of the proposed Memorandum of Agreement showing the changes to the previous contract is attached hereto;

NOW THEREFORE IT BE RESOLVED by the governing body of the Borough of Hopatcong that the Mayor and Clerk are authorized to enter into a new contract between the Borough of Hopatcong and PBA Local 149 consistent with the terms of the previous contract as amended by the attached Memorandum of Agreement.

CERTIFICATION

I, **CATHERINE GLEASON**, Borough Clerk of the Borough of Hopatcong, County of Sussex, and State of New Jersey, do hereby certify the foregoing to be a true and correct copy of a Resolution adopted by the Borough Council of the Borough of Hopatcong, County of Sussex, State of New Jersey, at a regular meeting of said Council held on June 19, 2013.



Catherine Gleason
Catherine Gleason, Clerk